



DEPARTMENT OF THE TREASURY  
FINANCIAL CRIMES ENFORCEMENT NETWORK

## VACANCY ANNOUNCEMENT

**VACANCY ANNOUNCEMENT #** : FINCN/05-20256EBB

**OPENING DATE** : February 7, 2005

**CLOSING DATE** : February 28, 2005

**POSITION TITLE, SERIES & GRADE** : Human Resources Officer  
GS-201-15

**PROMOTION POTENTIAL** : Full performance level is GS-15

**NUMBER OF VACANCIES** : One

**SALARY RANGE** : \$103,947.00 - \$135,136.00 per annum

**ORGANIZATION** : Department of the Treasury  
Financial Crimes Enforcement Network (FinCEN)  
Administration and Communications Division  
Office of Human Resources

**DUTY STATION** : Vienna, Virginia

### APPLICATIONS WILL BE ACCEPTED FROM:

- (a) Present and former Federal employees with competitive status who reside within the Washington DC commuting area, OR
- (b) Veterans who are preference eligibles or who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service, and reside within the Washington DC commuting area.

### SUMMARY OF DUTIES:

This position is for the Human Resources Officer for the Financial Crimes Enforcement Network (FinCEN), a bureau of the Department of Treasury. Incumbent provides a vision for and develops and implements programs in line with presidential initiatives for the strategic management of human capital. Incumbent functions as the key human resources management advisor to top management and participates directly in short and long range planning efforts. Exercises a high degree of creativity and ingenuity in developing systems, programs, and services that are unique, customized for FinCEN, and may serve as prototypes for other organizations. Based on that vision, incumbent leads in the development and implementation of a full range of customized and innovative policies and programs covering Recruitment and Placement, Position Management and Classification, Organizational Development, Performance Management, Employee Relations, Employee Development, Compensation and Pay Administration, Benefits Administration, Employee Assistance Programs, and Personnel Reporting and Processing. Organizationally, incumbent serves as the Assistant Director, Office of Human Resources and directs the staff of the Office of Human Resources in conducting these activities.

### BENEFITS

FinCEN offers flexible work schedules, a comprehensive leave program, 10 paid holidays, financial assistance to employees who use public transportation to commute, in-house training, reimbursement for approved outside training, telework opportunities, Student Loan Repayment, and eligibility for performance awards. FinCEN also offers attractive health, life, and long-term care insurance programs, and the employee's health insurance contributions are out of pre-tax dollars. Newer employees are covered by a three-tier retirement plan that includes a pre-tax retirement contribution program with

matching funds or, as applicable, continuance in the Civil Service Retirement System. The office is located in a modern commercial building in Vienna, Va., close to Tyson's Centers, with free parking, shuttle service to and from the Dunn Loring Metro station, health unit, and a fitness center (employees pay fitness center fee). All employees are assigned individual state-of-the-art computers.

---

**SECTION I: MINIMUM QUALIFICATIONS REQUIREMENTS TO BE CONSIDERED FOR THIS POSITION:**

**Specialized Experience:** Applicants must have one year of specialized experience at the GS-14 level in providing human resources management services for a Federal organization subject to Title 5 of the United States Code. Experience must include expertise in recruitment and staffing, position classification, management/employee relations, and pay and benefits administration and substantial HR program supervisory experience.

**Supervisory Requirements:** This is a supervisory position. Applicants must have demonstrated in their work experience or training that they possess, or have the potential to develop, the quality of successful supervision.

**Time-in-grade Requirements:** Applicants must have acquired 52 weeks of Federal service at or equivalent to the next lower grade level no later than 60 days from the closing date of this announcement.

**U.S. Citizenship:** Applicants **MUST** be citizens of the United States and, if selected, present proof.

**Selective Service Registration:** If selected, male applicants born after December 31, 1959, must certify that they have registered with the Selective Service System or are exempt from having to do so.

---

**SECTION II: APPLICANTS WHO MEET MINIMUM QUALIFICATIONS REQUIREMENTS WILL BE RATED UNDER THE FOLLOWING "EVALUATION CRITERIA":**

1. Experience relating to the strategic planning of customized HR program and policies related to a full range of HR activities: recruitment and staffing, position classification, management/employee relations, pay and benefits administration, performance appraisal systems, and personnel processing. **(Applicants must describe their experience in developing such HR programs and policies)**
2. Experience in performing or overseeing: recruitment and staffing, position classification, management/employee relations, performance appraisal systems, benefits administration, and automated processing of personnel actions. **(Applicants must address their role in and knowledge and experience in each of these functional areas.)**
3. Experience that indicates the ability to direct a full range of human resources functions for a bureau of a Federal agency. **(Applicants must describe their experience relevant to supervising a full range of HR functions.)**
4. Experience in serving as a key representative of HR in explaining, promoting, negotiating, and participating in strategic planning activities -- with internal management officials, HR oversight agencies, and the broader HR community. **(Applicants must indicate their experience in such representational activities.)**
5. Ability to effectively promote Equal Employment Opportunity Programs. **(Applicants must describe their background relevant to and involvement in furthering EEO program activities.)**

**DO NOT** use one narrative statement to address all of the evaluation criteria. Each criteria **MUST** be addressed separately and reflect your specific experience/education that you feel equips you with the knowledge, skills, and abilities to perform the duties of the position for which you are applying.

---

**Basis of Rating:**

- Applicants will first be reviewed to determine if they meet the minimum qualification requirements in Section I.
- Those who do will be evaluated as to how well they meet the evaluation criteria in Section II.

- Applicants **MUST** provide detailed information related to the evaluation criteria in their application package in the form of clear, concise examples showing level of accomplishment and degree of responsibility.
- Applicants **MUST address each of the evaluation criteria** separately and attach it to their application/resume.

**APPLICATIONS THAT DO NOT SPECIFICALLY ADDRESS EACH OF THE EVALUATION CRITERIA WILL BE CONSIDERED AS INCOMPLETE AND WILL NOT RECEIVE FURTHER CONSIDERATION.**

---

### **SECTION III: CONDITIONS OF EMPLOYMENT FOR THIS VACANCY:**

**Security Clearance:** This is a Special Sensitive (Level 4) position that requires a Top Secret/SCI Security Clearance and completion of a favorable Single Scope Background Investigation (SSBI). The incumbent must maintain a current TS Clearance /SCI Access by successfully completing 5-year periodic reinvestigation.

**Drug Screening:** This position is a Testing Designated Position. Satisfactory completion of the drug test is a condition of employment in this position and incumbents of this position will be, thereafter, subject to Random Drug Screening.

**Probationary Periods –** Employees who have not already completed one will need to successfully complete a one-year probationary period. Separate and apart from the general probationary period, individuals selected for supervisory positions will need to complete a one-year supervisory probation period, including appropriate supervisory training courses.

**Tax Record Check:** Selectee may be subject to the requirement of the U.S. Department of the Treasury to undergo a pre-appointment as well as annual income tax filing record check.

**Statement of Employment and Financial Interest** may be required.

**Direct Deposit:** All employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

**Relocation Expenses:** Will not be paid.

**Before being hired, you will be required to sign and certify the accuracy of the information in your application. If you make a false statement in any part of your application, you may not be hired or you may be removed after you begin work.**

---

## **APPLICATION INFORMATION**

### **SECTION IV: REQUIRED APPLICATION MATERIALS**

**Current employees of the Financial Crimes Enforcement Network (FinCEN) MUST include:**

- Either the OF 612 "Optional Application for Federal Employment", resume, or other written application format; and
- Separately address each of the evaluation criteria; and
- A copy of their most recent performance appraisal. If you are a current Federal employee and not submitting a performance appraisal you must indicate this on your application.

**All other applicants MUST include:**

- Either the OF 612 "Optional Application for Federal Employment", resume, or other written application format; and
- Separately address each of the evaluation criteria; and
- A copy of their most recent performance appraisal. (If you are a current Federal employee and not submitting a performance appraisal you must indicate this on your application.);and
- Attach a copy of their most recent SF-50, Notification of Personnel Action, or equivalent proof of current or prior competitive status; and
- If you are a Veteran, submit a copy of your DD-214.

**Please download, complete, and submit the following optional forms:**

- SF-181, Race & National Origin Identification form, Rev 5-82. This form is located at [www.opm.gov/forms](http://www.opm.gov/forms) - then open Standard Forms and select SF-181.
- SF-256, Self Identification of Handicap form, Rev 8/87. This form is located at [www.opm.gov/forms](http://www.opm.gov/forms) - then open Standard Forms and select SF-256.

While completion of these forms is not mandatory, this information aids us in measuring the effectiveness of our outreach efforts.

To obtain a copy of the OF 612 "Optional Application for Federal Employment", log on to [www.usajobs.opm.gov/OF612.htm](http://www.usajobs.opm.gov/OF612.htm).

**See Section V for the specific information that MUST be included in your OF-612, resume, or other written application format. While we do not require a standard application form, we MUST have certain information to evaluate your qualifications and determine if you meet legal requirements for Federal employment. For detailed information refer to "Applying for a Federal Job" (OF-510). This is available at <http://www.opm.gov/forms/pdfimage/of0510.pdf>.**

Applicants who do not submit the required items will not be considered. It is the applicant's responsibility to provide documentation/proof of claimed qualification, education, veteran's preference, status (SF-50) and/or verification of eligibility for non-competitive appointment. Applicants will not be contacted for additional information if their applications are incomplete or inadequate.

---

**SECTION V: INFORMATION THAT MUST BE INCLUDED IN YOUR OF-612, RESUME, OR OTHER WRITTEN APPLICATION FORMAT (Refer to "Applying for a Federal Job" (OF-510). This is available at <http://www.opm.gov/forms/pdfimage/of0510.pdf>.)**

Job for which applying: Vacancy Announcement Number, title and grade(s) for which you are applying.

Personal Information:

- Full name, mailing address (with zip code) and day/evening telephone numbers (with area code).
- Social Security Number.
- Country of citizenship.
- Please show the highest Federal civilian grade held, job series, and dates of employment in grade, if applicable.

Education:

- High School name, city, state, and zip code, date of diploma or GED.
- Colleges and/or universities attended, city, state and zip code.
- Major field(s) of study.
- Type and year of degree(s) received. If no degree received, show total credit hours received in semester or quarter hours.

Work Experience: for each paid or non-paid position held related to the job for which you are applying (do not attach job descriptions):

- Job Title (include series and grade if Federal job).
- Duties and accomplishments.
- Number of hours worked per week.
- Employer's name and address.
- Supervisor's name and telephone number.
- Starting and ending date of employment (month and year).
- Salary.
- Indicate if your current supervisor may be contacted.

Other Qualifications:

- Job-related training courses (title and year).
- Job-related skills (e.g., other languages, computer software/hardware, typing speed, etc.)
- Job-related certificates and licenses.

- Job-related honors, awards, and special accomplishments (e.g., publications, memberships in professional or honor societies, leadership activities, public speaking, performance awards, etc.).

**Applicants MUST provide the information required in the announcement, including sufficient information for evaluation of their qualifications and for determining whether they have had one year of relevant experience at the next lower grade to the grade for which applying. Please do not submit your application package in a notebook or binder or in disk format; include extraneous information; or enclose documents related to the above unless specifically requested.**

---

## **SECTION VI: SUBMITTING APPLICATION MATERIALS:**

Application materials **MUST** be mailed to:

**Financial Crimes Enforcement Network  
Human Resources  
Vacancy Announcement: FINCN/05-20256EBB  
P.O. Box 39  
Vienna, VA 22183-0039**

### **HOW TO APPLY:**

All application materials **MUST** be postmarked by the closing date of this Vacancy Announcement. Failure to provide timely, complete information will result in the applicant not receiving consideration for this position. Please do not submit original documents you may need in the future.

**For additional information, please call Penny Jackson (703) 905-3540. TDD (703) 905-3839.**

### **NOTES:**

- All application materials **MUST** be sent to the mailing address shown.
- All materials and the envelope **MUST** include the vacancy announcement number.
- FAX and email documents will not be accepted.
- Applications are not to be mailed in U.S. Government "For Official Use Only" postage and fees paid envelopes. Individuals submitting materials using U.S. Government, "Official Use Only" postage and fees paid envelopes will not be considered for the vacancy.
- Applications will become part of the vacancy announcement case file and will not be returned to the applicant.
- Acknowledgment of receipt of the application will be sent to all applicants.

---

## **SECTION VII: OTHER INFORMATION**

### **INFORMATION FOR APPLICANTS DISPLACED FROM POSITIONS WITH THE FEDERAL CIVILIAN SERVICE OR PANAMA CANAL ZONE:**

Eligible CTAP/ICTAP employees within the commuting area who submit documentary evidence of eligibility (RIF notice or certificate of expected separation or other agency certification) and are found well qualified will receive selection priority as provided by regulations. In order to be determined well qualified, candidates must receive an excellent or good score when rated against each criterion.

Eligible displaced employees of the former Panama Canal Zone who submit documentary evidence of eligibility (a RIF separation notice) and are found well qualified will receive special selection priority to positions throughout the continental United States.

### **REASONABLE ACCOMMODATION:**

The Financial Crimes Enforcement Network provides reasonable accommodations to applicants with disabilities on a case-by-case basis. Applicants should notify the point of contact on this vacancy announcement if a reasonable accommodation is needed for any part of the application and hiring process.

**THE FINANCIAL CRIMES ENFORCEMENT NETWORK (FINCEN) IS AN EQUAL OPPORTUNITY EMPLOYER:**

All candidates will be considered regardless of their race, color, religion, sex, national origin, age, sexual orientation, protected genetic information, status as a parent, lawful political affiliation, marital status, physical/mental disability (if not a job factor), membership or non-membership in an employee organization, or any other non-merit factor.